

SUBCHAPTERS B–D [RESERVED]
SUBCHAPTER E—EMPLOYMENT AND COMPENSATION
UNDER THE PANAMA CANAL EMPLOYMENT SYSTEM

**PART 251—REGULATIONS OF THE
SECRETARY OF THE ARMY (PAN-
AMA CANAL EMPLOYMENT SYS-
TEM)—PERSONNEL POLICY**

Subpart A—General Provisions

Sec.

- 251.1 Purpose.
- 251.2 Definitions.
- 251.3 Panama Area Personnel Board.
- 251.4 Adoption of Panama Canal Employment System by Department of Defense.
- 251.5 Compliance with regulations.
- 251.6 Deviations.

**Subpart B—Compensation and Allowances
Under the Panama Canal Employment
System**

- 251.11 Uniformity of job classification standards.
- 251.12 Uniformity of compensation.
- 251.13 Establishment of basic wages.
- 251.21 Use of categories.
- 251.22 Non-manual category.
- 251.23 Manual category.
- 251.24 Special category.
- 251.25 Basic compensation.
- 251.31 Tropical differential.
- 251.32 Additional remuneration under Panama Canal Treaty.
- 251.41 Salary protection upon conversion of pay base.
- 251.42 Individual pay determinations.
- 251.43 Within-grade increases.
- 251.71 Environmental and night shift differentials for manual-type positions.
- 251.72 Physical hardship or hazard differentials for non-manual positions.
- 251.73 Premium pay.

AUTHORITY: 22 U.S.C. 3641–3701, E.O. 12173, 12215.

SOURCE: 47 FR 12952, Mar. 26, 1982, unless otherwise noted.

Subpart A—General Provisions

§ 251.1 Purpose.

The regulations in this part are prescribed for the purposes of coordinating the personnel policies and activities of the respective agencies participating in the Panama Canal Employment System and excluding employees in the Department of Defense from certain

provisions of the Panama Canal Employment System.

§ 251.2 Definitions.

(a) *Agency* means:

(1) The Panama Canal Commission, and

(2) An executive agency or the Smithsonian Institution, to the extent of any election in effect under section 1212(b)(2) of the Panama Canal Act.

(b) *Employee* means an individual serving in a position.

(c) The *Panama Canal Treaty* means the Panama Canal Treaty between the United States of America and the Republic of Panama, signed September 7, 1977, and related agreements.

(d) *Position* means a civilian position in an agency, if a substantial portion of the duties and responsibilities of the position are performed in the Republic of Panama.

(e) *Subchapter II* means Subchapter II of Chapter 2 of Title I of the Panama Canal Act of 1979 (93 Stat. 463).

(f) *PAPB* means the Panama Area Personnel Board.

§ 251.3 Panama Area Personnel Board.

(a) There is hereby established the Panama Area Personnel Board (PAPB). The purpose of the PAPB shall be to assist the Secretary of the Army in carrying out his responsibility to coordinate the policies and the activities of the agencies participating in the Panama Canal Employment System.

(b) *Functions.* The Panama Area Personnel Board shall:

(1) Provide leadership and advice in all aspects of personnel management so as to promote uniformity of policies and practices to the extent compatible with the missions and governing rules of the various agencies.

(2) Formulate and issue such additional regulations, guidelines, and procedures as may be necessary to carry out the provisions of Parts 251 and 253 of this subchapter.